

**Saskatchewan  
Labour  
Market  
Commission**

**2007/2008  
Annual Report**



## Table of Contents

---

	<b>Page</b>
Letters of Transmittal	3
A Message from the Co-Chairpersons	4
Introduction	5
Overview of the Saskatchewan Labour Market Commission	6
Role of the Saskatchewan Labour Market Commission	6
Progress in 2007/08	9
2007/08 Financial Overview	11
Performance Plan for the 2008/09 Operating Year	21
For More Information	22



## Letters of Transmittal

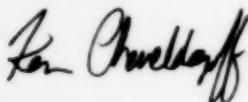
---

The Honourable Dr. Gordon L. Barnhart  
Lieutenant Governor of Saskatchewan Government House  
Province of Saskatchewan

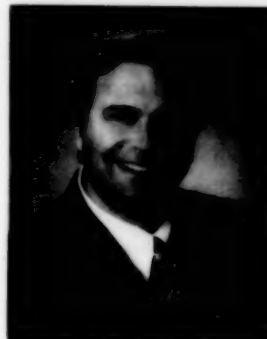
Your Honour:

I have the honour to present the Saskatchewan Labour Market Commission Annual Report for the period ending March 31, 2008. The financial statements included in the report were prepared in accordance with *The Labour Market Commission Act, 2006*.

Respectfully submitted,



Ken Cheveldayoff  
Minister Responsible for the Saskatchewan Labour Market Commission



---

The Honourable Ken Cheveldayoff  
Minister Responsible for the Saskatchewan Labour Market Commission

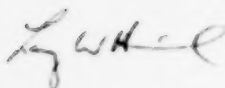
Dear Minister Cheveldayoff:

We have the honour to present the Annual Report of the Saskatchewan Labour Market Commission for the fiscal year ending March 31, 2008.

Respectfully submitted,



Holly Hetherington  
SaskLMC Co-Chairperson



Larry Hubich  
SaskLMC Co-Chairperson



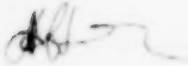
## A Message from the Co-Chairpersons

---

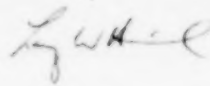
We are pleased to present the Saskatchewan Labour Market Commission Annual Report for the fiscal year ending March 31, 2008. The Commission is responsible for providing labour market advice to the Government of Saskatchewan on provincial, regional and sectoral labour market issues, trends and strategies.

This is the Commission's first Annual Report and covers all activities since its inception. During this period the Commission undertook a number of activities to become a fully operational agency in pursuing its mandate set out in the Saskatchewan Labour Market Commission Act. We held our first formal board meeting on June 5, 2007. Since then, the Commission's Board of Directors has become fully engaged in the pursuit of our advisory role regarding the development of Saskatchewan's labour market.

The Board will continue to work with its network of stakeholders to ensure that the Commission meets the needs of Saskatchewan's labour market in the years that lie ahead. The following annual report summarizes our activities and results for 2007/08. We trust you will find the report demonstrates our progress toward achieving the objectives set out for the Commission in its legislation.



Holly Hetherington  
SaskLMC Co-Chairperson



Larry Hubich  
SaskLMC Co-Chairperson

# Introduction

---

This is the inaugural annual report of the Saskatchewan Labour Market Commission (SaskLMC). The Commission has been operating just over a year having secured operational funding in the last quarter of its fiscal year ending March 31, 2007. Since the election of a new government in 2007, SaskLMC has been undergoing a transition from the Ministry of Advanced Education, Employment and Labour (AEEL) to the Ministry of Enterprise and Innovation (EI). While SaskLMC remained under AEEL in 2007/08, it is expected that, under the guidance of the new government, SaskLMC will move to EI in the 2008/09 fiscal year.

The mandate that has been established for the Commission is particularly timely as Saskatchewan begins to tackle one of the foremost challenges facing the province – the development of the province's labour force. The new Commission will play a key role in coordinating the input from a number of labour market partners in providing advice to the provincial government on a labour development strategy for the province. For the purposes of this report, the organizational structure of the Commission on March 31, 2008 will be the structure described.

# **Overview of the Saskatchewan Labour Market Commission**

---

## **Background of the Saskatchewan Labour Market Commission**

---

The origins of the Saskatchewan Labour Market Commission (SaskLMC) can be traced back to the Saskatchewan Labour Force Development Board (SLFDB). Given the changing nature of the Saskatchewan labour market, the SLFDB established a task force to assess what the SLFDB's role should be in response to a number of emerging trends that will impact Saskatchewan's labour market development. A review of SLFDB's operations indicated that it was under-resourced and was not connected to the more strategic issues facing the development of Saskatchewan's labour market. Further, the SLFDB's governance structure required renewal.

After consulting with a number of labour market stakeholders representing labour, business, government and others, the task force concluded that there was a real need for a labour market organization that could "connect the dots" and provide strategic advice to the Government of Saskatchewan on how to address various issues and opportunities facing current and future development of the provincial labour market.

Another factor that the task force considered was the Training System Review completed in the fall of 2005. This report also identified the need for a provincial labour market development organization that could coordinate various components of the labour market including post-secondary training institutions.

The new Commission was formally created through Bill 34, an Act of the Provincial Legislature. The Labour Commission Act, Chapter L-0.11 of the Statutes of Saskatchewan, 2006, became effective February 7, 2007.

## **Role of the Saskatchewan Labour Market Commission**

---

The need for an entity to coordinate the labour market is clear. Skill shortages and labour supply/demand issues are major economic factors in Saskatchewan and are expected to remain so for at least the next decade. While there are a number of agencies impacting the labour market, no single agency has responsibility for coordinating labour market development. This calls for a provincial organization to "connect the dots" within Saskatchewan's labour market through a partnership between labour, training institutions, business, government and the social economy. The partners would collaborate in tackling the challenge of keeping up with the demand for skilled labour in a hot economy.

The most critical role that SaskLMC plays is bringing together the various labour market partners to advise the Minister as to how the Province should address critical labour market issues.



### ***Key Design Features and Areas of Engagement***

The new Commission has been designed:

- as a legislated authority;
- as a partnership of four sectors – business, labour, training institutions and government;
- with an arms length advisory relationship to government;
- with an industry focus on Saskatchewan's strategic labour market issues;
- with a smaller Board driven by senior industry executive commitment; and
- to engage the social economy.

Key areas of engagement for the Commission include youth and Aboriginal people, labour market information, training systems and workplace essential skills. Key labour market issues to be addressed include productivity, immigration, competitiveness, image, and supply/demand imbalances.

### ***The Objects of the Commission***

The objects of the Commission, as defined in Bill 34, are to:

- provide advice to the Minister on provincial, regional and sectoral labour market issues, trends and strategies;
- establish linkages to regional and sectoral planning bodies and examine regional and sectoral labour market plans;
- foster co-operation among labour, business, First Nations and Métis organizations, training institutions and government to develop labour market strategies, policies and solutions;
- research and provide analysis of provincial, regional and sectoral labour market issues, trends and strategies;
- communicate and consult with labour, businesses, trainers, government, First Nations and Métis organizations on labour market issues, trends and strategies;
- undertake other activities prescribed in the regulations.

### ***Board Structure***

The Commission's Board includes 19 representatives from four sectors. With final approval from the Lieutenant Governor, directors will be appointed by the Saskatchewan Federation of Labour (five) and the Saskatchewan Chamber of Commerce (five), with one each from Saskatchewan Institute of Applied Science and Technology (SIASST), Saskatchewan Indian Institute of Technologies (SIIT), Gabriel Dumont Institute (GDI), the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) and the Regional Colleges. The four government-appointed directors include the Deputy Minister Responsible for the Commission, a representative from the social economy and two others. Diversity is an important consideration for Board nominations. At least one of the appointments from labour and business must be of First Nations or Métis ancestry. Other diversity factors include gender, age, ethnicity, geography and economic sectors.

As of March 31, 2008, the Directors are:

#### **Labour**

- Larry Hubich (Co-chair) – President, Saskatchewan Federation of Labour
- Hugh Wagner – General Secretary, Grain Services (ILWU)
- Gord Hunter – National Representative, Communications, Energy and Paperworkers Union
- Darla Leard – Prairie Region Representative, Canadian Labour Congress
- Valerie Overend – Women In Trades and Technology (WITT) Facilitator, SIAST Wascana Campus

#### **Business**

- Holly Hetherington (Co-chair) – President and CEO, Executive Source
- Mike Carr – Director of Human Resource and Organizational Development, IPSCO Inc.
- Norm Beug – Senior Vice President Potash, Mosaic Potash, Belle Plaine
- Garnette Weber – CFO, Itracks
- Christine Laliberte – Director of Planning and Development, Meadow Lake Tribal Council

#### **Training Sector**

- Bob Guthrie – CEO, Saskatchewan Apprenticeship and Trade Certification Commission (SATCC)
- Dr. Robert McCulloch – President & CEO, Saskatchewan Institute of Applied Science and Technology (SIAST)
- Geordy McCaffery – Executive Director, Gabriel Dumont Institute (GDI)
- Bill McLaughlin – CEO, Northlands College
- Randell Morris – President, Saskatchewan Indian Institute of Technologies (SIIT)

#### **Social Economy**

- Dr. Mitch Diamantopoulous – Department Head, School of Journalism, University of Regina

#### **Government**

- Bonnie Durnford – Deputy Minister of the Ministry responsible for the Commission

#### **Other**

- Cheryl Knight – Executive Director and CEO, Petroleum Human Resources Council of Canada
- Doug Christie – President, Christie Mechanical Ltd.

For equity seeking groups, resources will be provided by SaskLMC to establish advisory groups or councils, with members drawn from populations such as racialized Canadians, immigrants, women, disabled persons and youth, as well as poverty organizations.

These groups would undertake tasks such as:

- conducting labour market issues analysis;
- defining labour market priorities;
- defining specific barriers that limit labour market attachment; and
- recommending “evidence-based” solutions to SaskLMC.

## Progress in 2007/08

---

As this is the Commission's inaugural annual report, there was not a prior year performance plan, with goals and objectives, in place to measure SaskLMC's progress against. The Commission's primary objective in 2007/08 was to become fully operational through the hiring of key staff and identifying priorities. During the 2007/08 fiscal year the SaskLMC largely focused on becoming operational with the establishment of a bank account, signing authorities, as well as Executive and Audit Committees. The Executive Committee initiated a search for a permanent Chief Executive Officer (CEO) for the Commission. A governance manual was adopted by the Board. The Audit Committee initiated the appointment of the Provincial Auditor to act as the Commission's auditor.

The hiring of staff was delayed as a hiring freeze was observed during the provincial election in November 2007. However, with approval and guidance from the new government the hiring process continued into 2008. After reviewing the SaskLMC's mandate and objectives, the new government recognized that SaskLMC would be a more strategic fit within the newly formed Ministry of Enterprise and Innovation. A key component of the new Ministry of Enterprise and Innovation will be the creation of Enterprise Saskatchewan. The transition from the Ministry of Advanced Education, Employment and Labour to the Ministry of Enterprise and Innovation is expected to take place in the 2008/09 year.

The Commission has also focused on making itself operational by developing a strategic area focus. The early focus was on building capacity for evidence-based research, building partnerships, connecting with stakeholders nationally, provincially and regionally, as well as advising the Minister on the development of a labour market strategy.

### Project Activity

---

#### *Workplace Essential Skills Tool Kit (WES)*

The *Essential Skills in Action: A Tool Kit for the Workplace* project was initiated in 2007/08 by SaskLMC. Human Resources and Social Development, Canada (HRSDC) has committed \$371,000 to the project. The project will be completed towards the end of the 2008/09 operating year.

Expected outcomes for the project include:

- Increased understanding and knowledge about workplace essential skills and how they are integral to all workplace tasks and learning;
- Development and implementation of a new tool (the Tool Kit) designed for the construction industry that offers a systems approach that can be adopted by other industries.

#### *Aboriginal Participation Initiative (API)*

During the 2007/08 operating year, SaskLMC prepared and submitted a major proposal to HRSDC's Workplace Skills Initiative call for proposals. The proposal is an Aboriginal participation and upskilling pilot initiative. The proposed budget for the pilot is \$1.2 million over two years with an expected start date in 2008. The project received approval for implementation in 2008/09. The project, not unlike WES, focuses on workplace learning and "upskilling" of Saskatchewan's Aboriginal labour force.

The project has three major pillars:

- Advisory and Education
- Partnership Development
- Employer Assisted Services

The project will focus on:

- small to medium sized employers;
- building the economic and business case for increased Aboriginal labour market participation;
- establishment of API Partnership Agreements with key labour stakeholders;
- development of 150 individual training and growth plans with 40 different employers;
- establishment of a single-window information source for Aboriginal labour market information for both employers and employees;
- increased awareness and capacity of partnered corporations and unions to implement Aboriginal participation strategies;
- increased number of corporations, their suppliers and unions who undertake employment audits and the identification and removal of barriers; and
- establishment of effective partnership arrangements with a variety of labour market stakeholders.

#### ***Saskatchewan Futures Project***

The SaskLMC is participating in a unique pilot project, the Saskatchewan Futures Project. The project is being piloted in the Saskatoon region and if successful would eventually be rolled out on a province-wide basis.

The proposed Saskatchewan Futures Pilot Project bridges the gap between the aspirations of youth and young adults, and the workforce development requirements of the economy. It is modeled after a web portal developed and implemented in North Carolina. The proposed partnership includes *Career Cruising*, an internet career development resource-based company, *Futures 4 Kids*, North Carolina and the *Saskatoon and District Industry-Education Council (SDIEC)*, Saskatoon, Saskatchewan. The technology is based on an easy-to-use online (internet-based) portal that allows young people to self-assess and match their attitudes, interests and raw abilities to the most relevant career possibilities.

#### ***Training for Excellence Awards***

This project was initiated by the former SLFDB. The Training for Excellence Awards will continue as an annual SaskLMC activity. As its name indicates, the awards are intended to encourage and reward the ongoing pursuit of excellence in Saskatchewan's training sector. The Training for Excellence Awards was held in June 2007. Preparations are already underway for the 2008 Training for Excellence Awards to be held in June. A new workplace safety award category is being added for 2008.

The Training for Excellence Awards is virtually self-financing. This is largely the result of industry interest in the sponsorship of the awards.

## 2007/08 Financial Overview

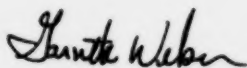
---

### Audit Committee Report

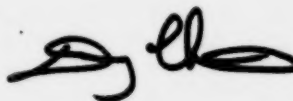
---

Management has ensured that the consolidated financial statements are presented fairly in all material respects. Management maintains a system of internal controls over accounting administrative practices to ensure that the information presented is accurate and reliable. These measures provide reasonable assurance that transactions are recorded and executed in compliance with legislation and require authority, and assets are adequately safeguarded.

The Board of Directors for the Saskatchewan Labour Market Commission is responsible for reviewing and approving the consolidated financial statements and ensures that management fulfills its responsibilities for financial reporting. The financial statements have been audited by the provincial auditor of Saskatchewan, whose report follows.



Garnette Weber  
SaskLMC Audit Committee Member



Doug Christie  
SaskLMC Audit Committee Member



SASKATCHEWAN

## Provincial Auditor Saskatchewan

1500 Chateau Tower  
1920 Broad Street  
Regina, Saskatchewan  
S4P 3V2

Phone: (306) 787-6398  
Fax: (306) 787-6383  
Web site: [www.auditor.sk.ca](http://www.auditor.sk.ca)  
Internet E-mail: [info@auditor.sk.ca](mailto:info@auditor.sk.ca)

### AUDITOR'S REPORT

To the Members of the Legislative Assembly of Saskatchewan

I have audited the statement of financial position of the Saskatchewan Labour Market Commission at March 31, 2008 and the statements of operations and accumulated surplus, change in net financial assets, and cash flows for the year then ended. The Commission's management is responsible for preparing these financial statements for Treasury Board's approval. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Commission as at March 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Regina, Saskatchewan  
January 20, 2009

Fred Wendel, CMA, CA  
Provincial Auditor

# STATEMENT 1

## SASKATCHEWAN LABOUR MARKET COMMISSION STATEMENT OF FINANCIAL POSITION As at March 31

	2008	2007
		(Note 9)
<b>Financial assets</b>		
Cash	\$ 545,015	\$ -
Grants receivable	-	295,000
Accounts receivable	15,880	1,280
	<u>560,895</u>	<u>296,280</u>
<b>Liabilities</b>		
Deferred revenue (Note 2 (a) and 6)	6,602	-
Accounts payable and accrued liabilities	21,091	5,000
Due to Saskatchewan Labour Force Development Board (Note 8)	-	45,264
	<u>27,693</u>	<u>50,264</u>
<b>Net financial assets</b>	533,202	246,016
<b>Non-financial assets</b>		
Tangible capital assets (Note 2 (b) and 3)	4,107	-
Prepaid expenses	28,499	1,610
	<u>32,606</u>	<u>1,610</u>
<b>Accumulated surplus</b>	\$ 565,808	\$ 247,626

(See accompanying notes to the financial statements)



**STATEMENT 2**

**SASKATCHEWAN LABOUR MARKET COMMISSION**  
**STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS**  
**For the Year Ended March 31**

	<u>2008</u>	<u>2007</u>
		(Note 9)
<b>Revenue</b>		
General Revenue Fund		
Ministry of Advanced Education, Employment and Labour	\$ 865,000	\$ 295,000
Government of Canada		
Human Resources and Skills Development Canada	83,157	-
Miscellaneous revenue	18,018	-
	<u>966,175</u>	<u>295,000</u>
<b>Expenses</b>		
Projects		
Workplace Essential Skills Tool Kit	83,157	-
Aboriginal Participation and Upskilling Initiative	31,050	10,150
Recognition of Prior Learning	2,993	-
Board and committees	39,367	17,713
Wages and benefits	18,767	-
Administration and operating expenses (Schedule 1)	472,659	19,511
	<u>647,993</u>	<u>47,374</u>
<b>Annual surplus</b>	318,182	247,626
Accumulated surplus, beginning of year	247,626	-
<b>Accumulated surplus, end of year (Statement 1)</b>	<u>\$ 565,808</u>	<u>\$ 247,626</u>

(See accompanying notes to the financial statements)



# STATEMENT 3

## SASKATCHEWAN LABOUR MARKET COMMISSION STATEMENT OF CHANGE IN NET FINANCIAL ASSETS For the Year Ended March 31

	2008	2007
		(Note 9)
Annual surplus	\$ 318,182	\$ 247,626
Acquisition of tangible capital assets	(4,563)	-
Amortization of tangible capital assets	456	-
	(4,107)	-
Acquisition of prepaid expenses	(28,499)	(1,610)
Use of prepaid expenses	1,610	-
	(26,889)	(1,610)
<b>Increase in net financial assets</b>	<b>287,186</b>	<b>246,016</b>
Net financial assets, beginning of year	246,016	-
<b>Net financial assets, end of year</b>	<b>\$ 533,202</b>	<b>\$ 246,016</b>

(See accompanying notes to the financial statements)

**STATEMENT 4**

**SASKATCHEWAN LABOUR MARKET COMMISSION  
STATEMENT OF CASH FLOWS  
For the Year Ended March 31**

	<u>2008</u>	<u>2007</u>
		(Note 9)
<b>Cash flows from (used in) operating activities:</b>		
Annual surplus	\$ 318,182	\$ 247,626
Non-cash items included in annual surplus:		
Amortization of tangible capital assets	456	-
Net change in non-cash working capital items:		
Grants receivable	295,000	(295,000)
Accounts receivable	(14,600)	(1,280)
Prepaid expenses	(26,889)	(1,610)
Deferred revenue	6,602	-
Accounts payable and accrued liabilities	16,091	5,000
Due to Saskatchewan Labour Force Development Board	(45,264)	45,264
	<hr/>	<hr/>
Cash provided by operating activities	549,578	-
<b>Cash flows used in capital activities:</b>		
Purchase of tangible capital assets	(4,563)	-
	<hr/>	<hr/>
Cash applied to capital activities	(4,563)	-
	<hr/>	<hr/>
<b>Increase in cash</b>	545,015	-
Cash, beginning of year	-	-
	<hr/>	<hr/>
<b>Cash, end of year</b>	\$ 545,015	\$ -
	<hr/> <hr/>	<hr/> <hr/>

(See accompanying notes to the financial statements)

**SASKATCHEWAN LABOUR MARKET COMMISSION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**For the Year Ended March 31, 2008**

**1. Purpose of the Commission**

The Saskatchewan Labour Market Commission (Commission) was established on February 7, 2007, under *The Labour Market Commission Act (Bill No. 34)*. The Commission's responsibility is to foster, promote and co-ordinate the effective development of the Saskatchewan labour force.

**2. Significant Accounting Policies**

The Saskatchewan Labour Market Commission is part of the Government of Saskatchewan reporting entity and is classified as an other government organization. These financial statements have been prepared in accordance with Canadian generally accepted accounting principles, as recommended by the Public Sector Accounting Board of the Canadian Institute of Chartered Accountants. The following policies are considered to be significant:

**a) Revenue**

The primary revenue for operations of the Commission is contributions from the Ministry of Advanced Education, Employment and Labour. Contributions are unrestricted and are recognized in the year received or receivable.

Restricted contributions from the Government of Canada – Human Resources and Skills Development Canada are used for the "Workplace Essential Skills in Action: A Tool Kit for the Workplace" project. These contributions are deferred and are recognized as revenue when the related expenses are incurred.

**b) Tangible Capital Assets**

Tangible capital assets are recorded at cost and are amortized over their useful life. Amortization is recorded on a straight line basis as follows:

Office Equipment	5 years
Office Furniture	10 years

**c) Measurement Uncertainty**

The preparation of financial statements in accordance with PSAB accounting principles requires the Commission's management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of commitments at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

### 3. Tangible Capital Assets

	Furniture	2008 Totals	2007 Totals
Opening Cost	\$ -	\$ -	\$ -
Additions during the year	4,563	4,563	-
Closing cost	4,563	4,563	-
Opening accumulated amortization	-	-	-
Amortization for the year	456	456	-
Closing accumulated amortization	456	456	-
Net Book value of tangible capital assets	\$ 4,107	\$ 4,107	\$ -

### 4. Related Parties

These financial statements include routine transactions with various Saskatchewan Crown Corporations, ministries, agencies, boards and commissions related to the Commission by virtue of common control by the Government of Saskatchewan, and non-Crown corporations and enterprises subject to joint control or significant influence by the Government of Saskatchewan (collectively referred to as "related parties").

Routine operating transactions with related parties are recorded at the standard rates charged by those organizations and are settled on normal trade terms.

Transactions and amounts outstanding at year-end are as follows:

	2008	2007
Miscellaneous revenue:		
Ministry of First Nations and Métis Relations	\$ 2,280	\$ -
Saskatchewan Institute of Applied Science and Technology	805	-
SaskPower	2,500	-
SaskTel	2,000	-
Saskatchewan Workers' Compensation Board	2,000	-
Other	1,400	-
Expenses:		
SaskTel	8,041	-
Saskatchewan Workers' Compensation Board	723	-

The Commission pays Provincial Sales Tax to the Ministry of Finance on all its taxable purchases. Taxes paid are recorded as part of the cost of those purchases.

Other transactions with related parties and amounts due to or from them are described separately in these financial statements and the notes thereto.

## **5. Contractual Commitments**

At March 31, 2008, the Commission had an equipment lease in the amount of \$1,203 which will expire in November 2008.

## **6. Deferred Revenue**

Contributions from the Government of Canada – Human Resources and Skills Development Canada which are not spent are deferred and are recognized as revenue when the related expenses are incurred (note 2 (a)).

## **7. Financial Instruments**

### **a) Significant terms and conditions**

There are no significant terms and conditions associated with the financial instruments that may affect the amount, timing, and certainty of future cash flows.

### **b) Interest rate risk**

The Commission's receivables and payables are non-interest bearing. Due to the short-term nature of these, interest rate risk is minimal.

### **c) Credit risk**

The Commission's receivables are from the federal government; therefore the credit risk is minimal.

## **8. Due to Saskatchewan Labour Force Development Board**

Start-up expenses were paid on behalf of the Commission by the Saskatchewan Labour Force Development Board. The payable was non-interest bearing.

## **9. Comparative Information**

The Commission commenced operations on February 7, 2007 therefore comparative information is for the period February 7, 2007 to March 31, 2007.

**SCHEDULE 1**

**SASKATCHEWAN LABOUR MARKET COMMISSION**  
**SCHEDULE OF GENERAL AND ADMINISTRATIVE EXPENSES**  
**For the Year Ended March 31**

	<u>2008</u>	<u>2007</u>
		(Note 9)
Accounting	\$ 7,759	\$ -
Advertising and promotion	11,121	-
Amortization	456	-
Bank charges and interest	304	-
Courier services	290	-
Insurance	2,178	-
Office equipment lease	3,867	-
Office supplies	12,070	22
Professional fees	338,139	18,746
Rent	43,719	-
Subscriptions	1,954	93
Telephone	5,811	-
Training for Excellence Awards Luncheon	25,457	-
Travel	15,106	650
Web site development	4,428	-
	<u>\$ 472,659</u>	<u>\$ 19,511</u>

(See accompanying notes to the financial statements)

# **Performance Plan for the 2008/09 Operating Year**

---

Key priorities identified by SaskLMC's Board of Directors for the 2008/09 operating year include:

## **The need to further operationalize SaskLMC**

- As of February 2008, the SaskLMC did not have a permanent CEO
- In addition to a CEO, SaskLMC needs to recruit other senior staff positions

## **Refining SaskLMC's relationship with Enterprise Saskatchewan (ES)**

- Enterprise Saskatchewan (ES) will not be fully operational until the new fiscal year.
- Continuing consultation will be required with ES regarding SaskLMC's advisory role and activities. Presentations will be made to ES's Board regarding SaskLMC's advisory role.

## **Undertake the Preparation of a Saskatchewan Labour Market Development Strategy**

- A key requirement identified by SaskLMC's Board is a Labour Market Development Strategy for the province.
- Given the challenges facing the development of the province's labour market, it will be important to develop a plan that can guide a coordinated response towards labour market development over the next decade.

## **Within the context of an overarching provincial Labour Market Strategy, Aboriginal labour market participation will be a priority**

- Both SaskLMC and ES have identified Aboriginal labour force participation as a critical economic issue for the province.

## **The SaskLMC will continue to address its role through pilot or innovative project development as opposed to direct program delivery**

- The SaskLMC was not established to deliver program activities
- SaskLMC has a role to play in regard to innovation or pilot project development that can lead to eventual new program activity that can be delivered by other agencies
- Examples of innovation include:
  - Workplace Essential Skills
  - Aboriginal Participation Initiative
  - Recognizing Excellence/Innovation in Training

## **Continued development of Labour Market Information in support of SaskLMC's advisory role**

- SaskLMC cannot fulfill its advisory role without strong evidence-based research and access to high quality Labour Market Information (LMI)
- SaskLMC will have to form an LMI network with various partners as well as undertake or commission its own research
- The development of a provincial Labour Market Strategy will have to be supported by a strong LMI base

## **Continued delivery of existing projects**

- SaskLMC will continue to deliver projects such as the Aboriginal Participation Initiative, Saskatchewan Futures Project, and the Training for Excellence Awards.

## **For More Information**

---

If you have any questions or comments, or would like additional copies of the 2007/08 annual report, we invite you to call (306) 933-7200 or contact:

Enterprise Saskatchewan  
206 – 15 Innovation Boulevard  
Saskatoon, SK S7N 2X8

To download a copy of the report or to obtain more information, please visit the Enterprise Saskatchewan website at [www.enterprisesaskatchewan.ca](http://www.enterprisesaskatchewan.ca).





**SASKATCHEWAN LABOUR MARKET COMMISSION**  
**PAYEE DISCLOSURE LIST**  
**For the Year Ended March 31, 2008**  
**Unaudited**

#2 - 345 Third Avenue South  
Saskatoon, Saskatchewan  
Canada S7K 1M6

Tel: (306) 933-5606

[www.saskimc.ca](http://www.saskimc.ca)

**Personal Services**

Listed are individuals who received payments for salaries, wages, honorariums, etc which total \$50,000 or more.

Nothing to report in this category.

**Supplier Payments**

Listed are payees who received \$50,000 or more for the provision of goods and services, including offices supplies, communications, contracts and equipment.

Hamilton Hall Soles	51,026
Points West Management Consultants	207,921
Saskatchewan Federation of Labour	80,396

